

EYES ONLY

1 February 1977

MEMORANDUM FOR: Director of Personnel

VIA : Deputy Director of Personnel for  
Plans and Control

FROM :   
Chief, Review Staff, OP

SUBJECT : Annual Personnel Plan

1. This memorandum contains a recommendation that consideration be given to terminating the Annual Personnel Plan. Given the very apparent lack of interest on the part of the DDCI, the Deputy Directors and other levels of management for which the Plan is designed, the amount of time involved in reviewing, correcting, consolidating and analyzing is wasted and could well be devoted to other aspects of personnel management of concern or possible interest to senior officials, such as Fitness Report program reviews, responding to MAG misassumptions, et al.

2. The FY 77 APPs were due from the Career Services on 29 November, only DDA met the deadline, but we are still trying to resolve their significant mistakes and lack of correlation. The DDS&T report is not yet received. The other reports were received late, but before Christmas. The E Service and the DDO reports were in good shape, the DDI errors are still in process of correction. As a matter of interest, the DDI and DDO reports are advance copies and insofar as we know there's been no DD review of either one. We have no clout in OP to insist either that the reports be on time or that there be some concern in having the numbers correlate with the facts. Our experience is that only the DDI  gives any attention to the report by analyzing and utilizing the data or providing any feedback to the offices. While the "badmouthing" of the Plan by Personnel Officers appears to be abated, there is no real evidence of support from or by them.

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3. The level of frustration in trying to keep this program active in the fact of the evident disinterest, if not actual rejection, by senior Agency management is too high to continue. The experience we have had with the level of interest in the PDP, content or philosophy, is too evident to give us any confidence that the attitude towards either program will change. Management appears to prefer to operate on and react to assumptions, and facts such as APP data are ignored. The actual information in the APP can be supplied on demand from the computer reports without going through the facade of Career Service input and review. In any event, this is the way many of the offices operate when working with personnel data. The type of report supplied on demand by SRB is clear evidence that operating components do not use the APP for background information. Granted the requests are usually for information shaded to a slightly different time schedule than the APP; however, SRB responds with the information so why should we go to the extra effort of submitting APP reports as well.

4. I recognize that OP cannot unilaterally terminate this STATINTL program, but I seriously believe it should be discussed with the DD/A, who might in turn take it up with the EAG. The support in the DD/A's office itself is minimal (limited to submitting it). [ ] is an outspoken opponent of both APP and PDP (his comment on PDP was that it was useful until he got to know the MG careerists and thereafter he did not need it!). As nearly as we can judge [ ] turned the APP STATINTL responsibilities over to [ ] this year without advice or much guidance. And if the DD/A does anything with the CS data in the APP or provides any feedback, we have never heard of it.

5. Without concrete response and interest from the senior levels, this program will remain wasteful of computer time, people time and will only develop high levels of frustration in those responsible for it. I don't think the Agency or employee morale can afford such waste.

STATINTL

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